

TRAINING NOTES



State of Maryland

Department of Public Safety and Correctional Services

Martin O'Malley, Governor, Anthony G. Brown, Lt. Governor
Gary D. Maynard, Secretary

Maryland Police and Correctional Training Commissions

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January-February 2011 Volume 38, Number 1

From the Office of the Executive Director



Happy New Year to everyone! With the start of 2011, we have the perfect opportunity to review our programs to make sure they are up to date, meet the objectives we want to teach, and reflect the most current information on our topics. In addition, it is necessary to review the methods we use in our instruction to determine if they allow us to achieve our goals for the agency and the student.

Take as an example our entry level training programs. While we employ a military-style discipline system, we must also be certain that we provide ample practice and training in the areas of problem solving skills, communication skills, and interpersonal skills. These are all critical for young officers to master in preparation for their interactions with the public and inmates. Discipline and structure are vital in our training programs and aid in developing the skills needed to be successful in a public safety career.

As mentioned above, problem solving skills are an essential component of the instruction for our new officers. In addition to the discipline that is an integral part of their training, these officers must have the ability to interact with the public and the inmates they supervise at a level that allows them to accomplish the goals of their interaction; i.e., gather information,

gain cooperation, and find ways to resolve issues. Students must understand that part of mastering the art of communication is knowing when to be commanding, when to be sympathetic, and when to be stern. Continuous practice during training is necessary to help achieve this expertise.

The military style of discipline in the academy must ensure that these skills are taught and reinforced so that new officers can react in an appropriate manner. They must understand the importance of developing different communication styles for the variety of situations they might encounter, all the while maintaining a professionally-disciplined response.

In conclusion, even as we pay careful attention to what is taught, it is incumbent on us to look as closely at how we teach. This will help to ensure that we are developing the right skills in our students to deal with the myriad situations they will encounter. If we are not instilling discipline, professionalism, and proper communication and problem solving skills, then we are failing in our mission to provide quality education to our public safety professionals.

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Training Notes January- February 2011 Volume 38, Number 1

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TRAINING NOTES

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EXECUTIVE DEVELOPMENT INSTITUTE UPDATE

by: Theresa Satterfield, Administrator

LEADERSHIP CHALLENGE XX

The November session on MD Maritime Industry with the Core Competency of *Strategic Planning and Performance Measurement* was held in Piney Point, MD at the Harry Lundberg School of Seamanship. The December session that focused on Transportation with a Core Competency of *Team Building* was held in Hanover at MDOT. The speakers provided participants with valuable information on topics related to Maryland's transportation. For the first time ever, participants brought toys and food to be distributed to the needy in Maryland. This will become a standing event for future Leadership Challenges. The January session will explore Economic Development with the Core Competency of *Power and Influence*. Looking ahead to February, that session will highlight Maryland Government with the Core Competency of *Ethics and Values*.

EXECUTIVE SEMINARS

Several new and repeat one-day leadership/managerial courses have been added and these programs are receiving high marks. EDI's program schedule is listed in Training Notes, and the schedule is updated as necessary. There is a nominal fee and space is limited. Notices are mailed to the Executive Officer of each agency and to the Academy Directors approximately 6-8 weeks in advance of the program. **These programs are open to all staff, uniformed and non-uniformed alike, who want to be better leaders and managers.** The 2010/2011 Calendar of Executive Seminars is available, and there are several new topic areas that have been added. Check www.mdle.net for more details.

LEADERSHIP SCHOOL

Multiple classes are scheduled. See the Institute's Program listings for specific dates. Classes are filling fast.

FOUNDATIONS OF LEADERSHIP

EDI has introduced *Foundations of Leadership*, a new, comprehensive leadership development program designed especially for Public Safety Administrators at the rank of First-Line Administrator or above. The program offers a challenging professional development experience based on the leadership principles and best practices that are essential for meeting organizational challenges in the 21st Century.

Based on a Collaborative Learning Model, participants will work together in small cohorts throughout the program, discussing critical leadership issues, conducting research, engaging in classroom exercises and self-assessment activities, and identifying solutions to real-world challenges through simulations, case studies, and on-the-job assignments.

WOMEN LEADERS IN PUBLIC SAFETY SERIES

Several additional topics have been added. See the Institute's Program listings.

POLEX

PCTC was awarded the grant by the Maryland Highway Safety Office for funding of the *two-week* Penn State University Police Leadership Program (POLEX) for calendar year 2011. The dates for the program are March 21-25, 2011 and April 4-8, 2011. Registration information went out the first part of January.

COLLABORATIVE LEADERSHIP IN HOMELAND SECURITY

The goal of the Collaborative Leadership in Homeland Security course is to equip homeland security leaders with requisite critical thinking skills and collaborative leadership abilities. As leaders, we must be prepared

Dates of Program • 5 week program: 4 weeks online, 1 week face-to-face

May 23 - June 3, 2011 Online crisis simulation

June 6 - June 10, 2011 Face-to-face seminar

June 13 - June 24, 2011 Online facilitated discussion and reflection

On-line registration is now available on www.mdle.net.
For additional information, contact Ms. Terry Satterfield at 410-875-3574.

CORRECTIONS CONNECTION

by Jane Sachs, Administrator



The Department of Public Safety and Correctional Services' Professional Development and Training Department (PDTD) has recently merged with the Maryland Police and Correctional Training Commissions (PCTC). For most of you, there will be few, if any, changes in correctional training matters, but I wanted to take this opportunity to mention some changes that may have an impact.

The major change is that now all DPSCS entry level academies will come under the direction of PCTC. As part of this transition, an updated Disciplinary Policy has been instituted in the CELTP programs around the State to include the Hagerstown Academy, Sykesville, and Wor-Wic. This policy incorporates a demerit system and an accompanying dismissal policy. In addition, we will be adding more physical training and defensive training into the weekly schedule. At the same time, we are making revisions to CELTP's existing lesson plans to ensure that all new correctional staff receive current and applicable training.

As if this is not enough to keep us busy, we have also joined forces with the State Department to provide an International Entry Level Correctional Academy to countries in need of correctional assistance. These countries are currently working with the State Department to develop humanitarian criminal justice systems and the area of corrections is an integral part of this. Initially, we will be working with Pakistan to train 50 correctional staff who will be able to provide entry level correctional training in Pakistan. The Pakistani corrections officials have already begun training with DPSCS management staff over the last year, and the goal is to begin our first International Training Academy in spring 2011. If you have an interest in working on this project or sharing trainers, please contact Jane Sachs at 410-875-3568 or Mark Radcliff at 410-875-3509.

AFFORDABLE LODGING AT THE PUBLIC SAFETY EDUCATION AND TRAINING CENTER



Dormitory style rooms are available Sunday-Thursday nights for personnel attending training at the Public Safety Education and Training Center, including the Firearms and Driver Training Facilities. Both single and double occupancy rooms are available. Each room has a private bath and all are equipped with telephones, televisions, and radio alarm clocks. Wireless Internet access is available in all rooms. The cost is \$20 per bed per night.

For additional information or to make a reservation, contact Joanne Cunningham at 410-875-3402.

MARYLAND COMMUNITY CRIME PREVENTION INSTITUTE MCCPI UPDATE

by Patricia L. Sill, Administrator

RESIDENTIAL AND COMMERCIAL CRIME PREVENTION TRAINING

MCCPI offers one **Five-Day Commercial** and three **Four-Day Residential Crime Prevention Training Programs** per year. These are held at locations throughout Maryland in order to allow maximum participation by law enforcement agencies.

Residential Trainings are being planned for March, April, and October 2011. A **Commercial Training** is being planned for June 2011. As the dates and locations are finalized, the information will be posted on www.mdle.net. Both the **Commercial** and **Residential Training Programs** are approved for in-service credits through the Police Training Commission.

Throughout the year, MCCPI will also offer its two-day **Residential and/or Commercial Crime Prevention Training Programs**, upon request, to departments with 15 or more students. These trainings can be requested on an individual basis by contacting the MCCPI Office. In 2010, three departments offered these two-day training programs for their agencies, and 78 personnel attended.

During 2010, training was provided in **Residential** and **Commercial Crime Prevention** to 48 students from 19 agencies. Those attending represented all regions of Maryland and included municipal, county, and State agencies, sheriffs' offices, educational institutions, the Amtrak Police, a Washington, DC hospital, and the Fairfax County Police Department in Virginia.

For more information on MCCPI's **Residential** and **Commercial** programs, contact Leo French at 410-875-3427.

CURRENT TRENDS CRIME PREVENTION TRAINING PROGRAM

MCCPI is currently offering the sixth of its Current Trends training programs, "**Current Trends VI: What's Happening Now.....**" This training is for sworn law enforcement officers only and will provide an in-depth look at Outlaw Motorcycle Gangs; Street Gang Update; School Security; Security at Large Venues; Gang Intervention and Prevention; Drug Update; and Crime Prevention Update.

The first session took place on September 20-21, 2010 at the Public Safety Education and Training Center in Sykesville. Other sessions are planned for March 30-31, 2011 at the Holiday Inn in Grasonville (Queen Anne's

County) and June 22-23, 2011 at the Allegany College of Maryland in Cumberland. This information will be posted on www.mdle.net as the dates get closer. The training has been approved for 12.5 hours of in-service training credits.

During 2010, "**Current Trends V: Human Trafficking; Modern Day Slavery**" and the "**Current Trends VI**" training were provided to 110 students from 36 law enforcement agencies throughout Maryland. These included State agencies, sheriffs' offices, municipalities, colleges/ universities, correctional facilities, State's Attorney's Offices, a federal agency, and private security personnel.

For more information on the **Current Trends** training, contact Bruce Lohr at 410-875-3422 or blohr@dpscs.state.md.us.

COMMUNITY GANG AWARENESS TRAINING FOR TRAINERS

A two-day Community Gang Awareness Training for Trainers is scheduled for May 4-5, 2011 at Allegany College in Cumberland, Maryland. Topics to be covered include the following: Techniques for Effective Presentations; Why Youth Join Gangs; Gang Identification; History of Gangs; Gang Culture; Recruitment; Consequences of Gang Involvement; How to Recognize Youth Gang Involvement; and How to Prevent Youth Gang Involvement. In addition, a Personal Safety presentation will be given, and the Maryland EXILE Gun Crime Program and RICCO (Racketeer Influenced and Corrupt Organizations Act) will also be explained.

The course is designed for those tasked with training others in their community and/or place of employment. It is geared toward those whose jobs or day-to-day activities may potentially bring them into contact with gang members, such as law enforcement, health care professionals, counselors, etc.

Contact Bruce Lohr at 410-875-3422 or blohr@dpscs.state.md.us for more information on this program.

MCCPI COMMUNITY PRESENTATIONS

MCCPI provides presentations and assistance, upon request, to community groups, businesses, youth groups, schools, and other groups or organizations that have crime prevention needs. Please contact MCCPI at 410-875-3425 to schedule or discuss a presentation.

MCCPI STEERING COMMITTEE

The MCCPI Steering Committee consists of representatives of government and business and community organizations with active involvement in the promotion and implementation of crime prevention programs and ac-

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tivities. Meetings are held five times per year and member agencies must be willing to commit the equivalent of at least one day per month to Steering Committee business. Members are expected to undertake activities that support MCCPI while helping their individual agency or organization develop or enhance crime prevention programming.

If your agency is interested in joining the Steering Committee or would like further information on it, contact the MCCPI Office at 410-875-3421.

GOVERNOR'S CRIME PREVENTION AWARDS

For the past 31 years, the State of Maryland has honored law enforcement agencies, officers, citizens, and programs for their contributions to the furtherance of crime prevention programming in Maryland. In December 2010, 59 awards were presented. In addition to those awards, Ms. Joyce Gary, Management Associate at MCCPI, was honored for her 30 years of contributions to the success of the Annual Governor's Crime Prevention Awards with a proclamation from Governor Martin O'Malley proclaiming December 7, 2010 as a "Tribute to Joyce Ray Gary Day." MCCPI would like to express our congratulations and sincere thank you to Ms. Gary for her continuous dedication and commitment to the Governor's Crime Prevention Awards, and to the furtherance of crime prevention efforts and programs that help keep Maryland communities safer!

MCCPI would also like to take the opportunity to highlight some of these efforts through *Training Notes*. In this issue we are featuring **Captain Walter Holmes and Captain Kevin King** who were nominated by the Eastern Correctional Institution for their implementation of the CHOICES program.

CHOICES/Part of the Solution (Children Having Obstacles Eventually Succeed) is a program which was implemented by Captain Holmes and Captain King in 2005 to inform kids about the consequences of criminal activity, gangs, and the realities of incarceration. It has reached audiences throughout the Delmarva Peninsula and the Annapolis/Baltimore area. The day-long seminars include statistical information, handouts, photo displays, and participatory demonstrations with students while describing the incarceration experience. Students are encouraged to offer feedback with comments and a question and answer session pertaining to the discussion topics. An emphasis is placed on the negative consequences of gang affiliation, both in the community and within the prison system.

CHOICES/Part of the Solution has become a regionally recognized program that has received several prestigious awards. The program has been presented to over 3,000 kids in Maryland and Virginia schools, public housing projects, churches, and civic arenas. The program's effect has been strong and well received by youth and parents/guardians. CHOICES/Part of the Solution has

also begun to deal with the recent phenomenon of electronic criminal activity that includes sexting and electronic bullying with cell phones and computers.

The CHOICES/Part of the Solution program has been contacted by several of the youth participants, as well as their parents/guardians, and all of the post-seminar contacts have been positive. There have been several cases where the youth have called Captain Holmes and Captain King to tell them how the information presented in the seminars actually kept them from joining a gang or crossing the line of breaking a law. This is a true testimony to the program's effectiveness.

MCCPI commends Captain Holmes and Captain King for their efforts. For more information on CHOICES, contact them at the Eastern Correctional Institution at 410-845-4000, extension 4126.

The Institute hopes to feature other awards recipients in future editions of *Training Notes*. If you are interested in learning more about their accomplishments, call the MCCPI Office at 410-875-3425.

LEGAL NOTES

*by Daniel J. Roe, Assistant Attorney General,
Maryland Police and Correctional Training Commissions*

US DISTRICT COURT FOR THE DISTRICT OF MARYLAND

When does an individual have a legally recognizable claim against a Police Department, County Executive and a Detective for deprivation of property without due process of law?

Thaddeus Moore "Moore" sued the Howard County Police Department, County Executive Ken Ulman, Sergeant Gordon Carpenter, and Detective Marc Leroux ("the defendants") for deprivation of property without due process of law.

Facts

Moore sued Howard County on June 3, 2010 for three separate alleged incidents. **First**, Moore alleged that he was subject to wrongful arrest on May 16, 2004 when the Howard County PD arrested him for driving on a suspended license. The court dismissed this claim as time barred in an earlier memorandum issued on June 9, 2010. **Second**, Moore alleged that he was threatened over the phone by Sergeant Carpenter on June 3, 2007. The court also dismissed this allegation on June 9, 2010 for failure to state a claim. **Third**, Moore alleged that Detective Leroux ordered the towing of his car "without any citations or prior warning or probable cause" on October 1, 2009. This allegation is Moore's sole remaining claim. Although Mr. Moore was deprived of his vehicle for less than one day as a result of this inci-

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Notes from the Certification Unit

by Sally L. Reier, Administrator

To ensure the accuracy of the certification database, agencies are reminded to notify the Commissions of changes in personnel and certification status in a timely manner via the *Notice of Personnel Action Form* available at www.mdle.net. These forms may be submitted to the Certification Unit by mail or faxed to 410-875-3405.

The Certification Unit has successfully received training records submitted through the new online class registration website at <http://training.mdle.net>. This application was developed for those agencies that previously reported in-service and weapons training via the use of penciled-in bubble forms. This service may also be of value to those agencies that need to submit a few additional training records digitally which supplement the main data already exported and transmitted to the Commissions.

If your agency head would like to have a log-in (username/password) to this system, please send an email that includes the email address of your agency head to Dan Setzer at: dsetzer@dpscs.state.md.us. Please note that log-in credentials are only sent to agency heads (Chief, Sheriff, Warden, etc.) to allow them to control the distribution of these credentials in a manner that is appropriate for their agency. The log-in information will be transmitted to the agency head with a brief user guide to the online reporting system.

Training Notes is available online at <http://mdle.net/tnotes.htm>

MARYLAND DEPARTMENT OF PUBLIC SAFETY & CORRECTIONAL SERVICES

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- Maryland Criminal

MDLE.net

MDLE.net is the extranet system of the Maryland Police and Correctional Training Commissions. For information concerning this service, contact Dan Setzer at 410-875-3466

Training Notes

The Electronic Newsletter of the Police and Correctional Training Commissions
Charles Rapp, Executive Director

Recent issues are available in Portable Document Format allowing exact reproduction of the original publications. To view or print these documents you will require the **Adobe Acrobat Reader** which is available at no cost.

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- Five additional legal cases (not included in the September/October 2009 issue of Training Notes) have been posted on MDLE.net for your review.
- Number 6: November - December, 2009
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LEGAL NOTES

dent, he asserts that he suffered property damage to his vehicle, up to six months of financial loss to his business, and emotional distress.

On October 4, 2010, the defendants filed a motion to dismiss pursuant to Federal Rule of Civil Procedure 12(b)(6) for dismissal of this one remaining claim.

Legal Standard

“[T]he purpose of a Rule 12(b)(6) [Motion to Dismiss] is to test the sufficiency of a complaint and not to resolve contests surrounding the facts, the merits of a claim, or the applicability of defenses.” *Presley v. City of Charlottesville*, 464 F.3d 480, 483 (4th Cir. 2006) (quoting *Edwards v. City of Goldsboro*, 178 F.3d 231, 243 (4th Cir. 1999)). When ruling on such a motion, the court must “accept the well-pled allegations of the complaint as true,” and “construe the facts and reasonable inferences derived therefrom in the light most favorable to the plaintiff.” *Ibarra v. United States*, 120 F.3d 472, 474 (4th Cir.1997).

“Even though the requirements for pleading a proper complaint are substantially aimed at assuring that the defendant be given adequate notice of the nature of a claim being made against him, they also provide criteria for defining issues for trial and for early disposition of inappropriate complaints.” *Francis v. Giacomelli*, 588 F.3d 186, 192 (4th Cir. 2009).

To survive a motion to dismiss, the factual allegations of a complaint “must be enough to raise a right to relief above the speculative level, . . . on the assumption that all the allegations in the complaint are true (even if doubtful in fact).” *Bell Atlantic Corp. v. Twombly*, 550 U.S. 544, 555 (2007). Thus, the plaintiff’s obligation is to set forth sufficiently the “grounds of his entitlement to relief,” offering more than “labels and conclusions.” *Id.* “[W]here the well-pleaded facts do not permit the court to infer more than the mere possibility of misconduct, the complaint has alleged-but it has not ‘show[n]’-‘that the pleader is entitled to relief.’” *Ashcroft v. Iqbal*, 556 U.S. —, 129 S. Ct. 1937, 1950 (2009) (quoting *Fed. R. Civ. P. 8(a)(2)*).

The defendants moved to dismiss Moore’s complaint against Howard County for failure to allege facts sufficient to hold the County liable pursuant to *Monell v. Dep’t of Soc. Servs.*, 436 U.S. 658 (1978). While a municipality is subject to suit under § 1983, see *id.* at 690, liability attaches “only where the municipality itself causes the constitutional violation at issue.” *City of Canton v. Harris*, 489 U.S. 378, 385 (1989).

A municipality cannot be held liable in a § 1983 action under a theory of respondeat superior. *Monell*, 436 U.S. at 694. Under *Monell*, “[l]iability arises only where the constitutionally offensive acts of city employees are taken in furtherance of some municipal ‘policy or custom.’”

Milligan v. City of Newport News, 743 F.2d 227, 229 (4th Cir. 1984) (citing *Monell*, 436 U.S. at 694). A municipality is liable when a “policy or custom” is “fairly attributable to the municipality as its ‘own,’ and is . . . the ‘moving force’ behind the particular constitutional violation.” *Spell v. McDaniel*, 824 F.2d 1380, 187 (4th Cir. 1987). Moore has failed to allege that his vehicle was unlawfully towed pursuant to a “policy or custom” attributable to Howard County. Thus, the defendants’ motion to dismiss the complaint against the County will be granted.

Just as a municipality cannot be held liable in a § 1983 action under a theory of respondeat superior, a public official or agent “may not be held liable for the unconstitutional conduct of their subordinates under a theory of respondeat superior.” *Iqbal*, 129 S. Ct. at 1948. “Because vicarious liability is inapplicable to . . . § 1983 suits, a plaintiff must plead that each Government-official defendant, through the official’s *own individual actions*, has violated the Constitution.” *Id.* Thus, the Court ruled that Moore failed to allege facts to indicate that County Executive Ulman or Sergeant Carpenter were personally involved in the towing of his vehicle and in fact Moore agreed in his response to the defendants’ motion to dismiss, that Sergeant Carpenter was not involved. Accordingly, the defendants’ motion to dismiss the complaint against Ulman and Carpenter was granted.

Moore did allege facts sufficient to establish Detective Leroux’s personal involvement in the towing incident. Moore asserted that Detective Leroux deprived him of his property without due process of law by ordering the towing of his car without “any citation, prior warning, or probable cause.” This allegation alone, however, is not sufficient to state a claim for deprivation of property without due process of law on either procedural or substantive grounds.

To state a claim for violation of procedural due process, a plaintiff must establish: (1) that he has a property interest; (2) that the state deprived him of the property interest; and (3) the state did so without due process of law. See *Sunrise Corp. of Myrtle Beach v. City of Myrtle Beach*, 420 F.3d 322, 328 (4th Cir. 2005). Where a deprivation of property results from conduct pursuant to an established state procedure, post-deprivation remedies do not satisfy procedural due process. See *Hudson v. Palmer*, 468 U.S. 517, 532 (1984). Where a deprivation of property results from the random or unauthorized conduct of a government official, however, the state may satisfy the requirements of due process by providing a meaningful post-deprivation remedy for the loss. *Id.* at 533.

Assuming that Moore’s allegations are true, the towing of his vehicle without legal justification constituted a random or unauthorized act by Detective Leroux. Moore was able to regain possession of his car within a day by following county procedures and he could have chosen to give notice and pursue a claim under Maryland’s Local Government Tort Claims Act. See *Smith v. Danielczyk*, 928 A.2d 795, 814 (Md. 2007) (local employees do not

Continued on the next page

possess a direct immunity and may be sued for tortious conduct). Therefore, the state's post-deprivation tort remedies are sufficient to satisfy the requirements of procedural due process. See, e.g., *Bogart v. Chapell*, 396 F.3d 548, 561 (4th Cir. 2005).

Moore also failed to state sufficient facts to support a claim for violation of his substantive due process rights. To state a claim for a violation of substantive due process, a plaintiff must show "(1) that [he] had property or a property interest; (2) that the state deprived [him] of this property or property interest; and (3) that the state's action falls so far beyond the outer limits of legitimate governmental authority that no process could cure the deficiency." *Sunrise Corp.*, 420 F.3d at 328. Even if Det. Leroux intentionally towed Moore's vehicle with the knowledge that he had no legal justification for doing so, this action is not "so arbitrary and irrational" as to be "incapable of avoidance by any pre-deprivation procedural protections or of adequate rectification by any post-deprivation state remedies." See *Sylvia Dev. Corp. v. Calvert Cnty., Md.*, 48 F.3d 810, 827 (4th Cir. 1995). There is also no reason to believe that the post-deprivation remedy provided by the state could not address the alleged actions of Det. Leroux.

Accordingly, the Judge granted defendants' motion to dismiss.

"*" *Moore v. Howard County Police Dept., et al.*, D.Md. (2010) (2010 WL4722043).

MARYLAND COURT OF APPEALS

When is there sufficient evidence to convict an adult for child sexual abuse based on facts that are not specifically set out in the Maryland Code?

In an effort to highlight the seriousness of the following case I am choosing not to summarize its contents and I suggest that readers take the time to review the entire opinion of *Crispino v. State*.

Please see below the three significant legal headings that formed J. Battaglia's Opinion.

CRIMINAL LAW & PROCEDURE – CHILD SEXUAL ABUSE – STATUTORY INTERPRETATION – FRENCH KISSING

Under Section 35C of Article 27, Maryland Code (1957, 1996 Repl. Vol.), the former iteration of the child sexual abuse statute, and Section 3-602 of the Criminal Law Article, Maryland Code (2002, 2010 Supp.), the current iteration of the child sexual abuse statute, the act of an adult male "French kissing" a "six or seven" year old girl constitutes an "act that involves sexual molestation or exploitation of a child," and thus may form the basis for a conviction under the child sexual abuse statute.

CRIMINAL LAW & PROCEDURE – JURY INSTRUCTIONS – JUROR UNANIMITY AS TO SPECIFIC INCIDENTS OF ABUSE NOT REQUIRED UNDER CHILD SEXUAL ABUSE STATUTE

Jurors need to be unanimous with regard to each element of an offense; they need not be unanimous with regard to the means used by the defendant in committing the act that establishes the element. Because in child sexual abuse cases, the abuse itself is the "gravamen" of the crime, not the specific, underlying acts that make up the abuse, the jury in the present case did not have to be unanimous with regard to underlying acts that constituted the abuse. Therefore, the instruction given that asked the jury to determine whether the defendant "sexually molested or exploited [the victim] by licking her vagina and/or kissing her," was appropriate, as both acts could constitute abuse.

CRIMINAL LAW & PROCEDURE – VARIANCE – SPECIFICITY – "CUSTODY" DETERMINATION FOR TRIAL JUDGE

Because *Crispino* was convicted of acts constituting child abuse and these incidents occurred prior to the return of the Criminal Information and within the period of limitations, there was no variance in the present case. Thus, it was inconsequential that the time frames in the Criminal Information alleging when the abuse occurred differed from the time frames established at trial. In addition, whether the State presented sufficient evidence of custody under the child sexual abuse statute was a consideration for the trial judge and not the proper subject of a jury instruction.

"*" *Crispino v. State.*, A.3d (2010) (2010 WL4455218).

This case is also available on the Maryland Judiciary website (<http://mdcourts.gov>) under: Appellate Courts-Reported Opinions-Docket term- 3/10, filed 2010-11-09 as *Crispino v. State*.

"*"denotes that only the Westlaw citation is currently available.

Use due care in relying on any case summary, and do so only in consultation with applicable federal, State and local laws, and agency policy and procedure. These summaries do not substitute for the advice of legal counsel.



VIDEO-CONFERENCING

We want to remind you about the availability of video-based teleconferencing at the Public Safety Education and Training Center.

We have equipped one of our conference rooms with a state-of-the-art video conferencing system.



This system will allow you to:

- have live, real-time, face-to-face conversations with persons at up to three separate locations;
- record your meeting on VHS tape;
- view documents, displays, and other materials; and
- scan the conference room 180° to bring attendees on-camera.

Video-based teleconferencing can be set up with any user who has an ISDN connection. MPCTC is able to bring these services to you at NO COST other than our costs for the actual line time of your teleconference.

If you or your staff would be interested in a free demonstration of these resources, please contact: Chris Esser, Electronics Technician, at 410-875-3550 or Joanne Cunningham, Registrar, at 410-875-3402.

MPCTC FIREARMS TRAINING FACILITY

7320 Slacks Road, Sykesville, MD 21784-5893
410-552-6300 Facsimile 410-552-4615

Please note: Due to the new Police Firearms Regulations, Police-only Program Approval forms have been changed. They will be available on the website for your convenience. Click on www.mdle.net, go to Training Programs, and click "Forms," and it will take you to another screen. Scroll down to form needed.

FIREARMS INSTRUCTOR SCHOOL P15048

Fee: \$265.00—Client Agencies/\$290.00—Non-Client Agencies

This **two-week** basic course certifies students to meet minimum MPCTC Standards. We expect this school to fill quickly. Check with your Training Coordinator/Agency head; they will register you online.

February 7-18, 2011

March 21-April 1, 2011

RIFLE SCHOOL (Type 3 Long Gun) P14734

Fee: \$150.00—Client Agencies/\$180.00—Non-Client Agencies

This **five day** program is open to law enforcement and correctional officers and is designed to instruct the student in the basic rifle. The course meets the minimum MPCTC standards. Students will be required to bring an M16/AR15 variant style rifle equipped with iron sights and/or an optical sighting device of 4 power or less, 700 rounds of ammunition for that particular rifle, and a military style web sling with a metal keeper for length adjustment. The duty belt with holster and service weapon and 100 rounds of handgun duty/practice ammunition are also required. Check with your Training Coordinator/Agency head; they will register you online.

March 7-11, 2011

GLOCK ARMORER SCHOOL P15790 (8 hours)

Fee: \$150.00 & includes lunch

Interested students must register with GLOCK. We host this **one day** program that covers design, theory, compatibility, disassembly, assembly, maintenance, and troubleshooting for the GLOCK pistol. Register online at www.glocktraining.com. Checks are payable to GLOCK. Fax us a copy of your confirmed registration to 410-552-4615.

March 15, 2011

SIG SAUER ARMORER SCHOOL P13907 (16 hours)

Fee: \$395.00 per student

You must register with SIG SAUER. We are hosting this **two day** program that provides hands-on time to teach and guide the student through all armorer operations. Register online at www.sigarmsacademy.com or call Kathleen Randolph at 603-679-2003. Please fax us a copy of your confirmed registration to 410-552-4615.

April 5-6, 2011



LiveScan Fingerprinting Services at the PSETC

The Police and Correctional Training Commissions (PCTC) continues to offer LiveScan fingerprinting services to Maryland public safety agencies and to State agencies for employment purposes. Criminal record checks for State employment applicants and for public safety personnel are available at no charge to the requesting agency.

Advance notice is preferred so that we may assure speedy processing of applicants. Please call 410-875-3403 prior to coming. PCTC is providing this service as a part of our continuing commitment to serve the public safety community and the citizens of Maryland.



Have you developed helpful techniques for managing your training requirements?

Do you have any tips or tricks of the trade that make your duties easier?

Would you like to share your knowledge and experience with Training Notes readers all over the state?

Training Notes invites articles from our readers that demonstrate novel solutions to problems that are common to all training managers. Please take a few minutes to share your creativity and hard-earned wisdom with others in this feature of our publication.

Send your article to Helen Mashbaum at HRMashbaum@dpscs.state.md.us.

EXECUTIVE DEVELOPMENT INSTITUTE PROGRAMS

July 2010 – June 2011

LEADERSHIP SCHOOL (3 Days) - \$210.00

April	05-07, 2011	Sykesville
June	07-09, 2011	Sykesville
August	09-11, 2011	Sykesville
October	04-06, 2011	Sykesville
November	01-03, 2011	Sykesville

POLICE PATROL ALLOCATION AND WORKLOAD ANALYSIS (2 Days) - \$275.00 (Calculators needed)
TBD for 2011

MANAGING THE MARGINAL PERFORMER (2 Days) - \$140.00

March 09-10, 2011 Sykesville

INTERVIEW AND INTERROGATION (2 Days) - \$100.00 (Mandated)/\$150 (Non-Mandated)

TBD for 2011

WOMEN LEADERS IN PUBLIC SAFETY SERIES (1 DAY) – Sykesville

\$50.00 (Mandated)/\$75.00 (Non-Mandated)

Leadership & Management Skills for Women June 3, 2011

EXECUTIVE SEMINARS (1 DAY) - \$50.00 (Mandated)/\$75.00 (Non-Mandated)

Strategic Planning	Jan	13, 2011	Baltimore
Supervisor's Role in Critical Incidents	Jan	21, 2011	Baltimore
Dealing with Difficult Employees	Jan	28, 2011	Sykesville
Conducting Internal Investigations-- Law Enforcement	Feb	17, 2011	Baltimore
Preparing to Assume a Management Position	Feb	25, 2011	Sykesville
Adjudication of Misconduct Cases-- Law Enforcement	Mar	10, 2011	Baltimore
Managing Multiple Priorities	Mar	18, 2011	Sykesville
Documentation and Discipline	Mar	24, 2011	Baltimore
Goal Setting for Managers: An Introduction	Apr	01, 2011	Sykesville
Workplace Violence	Apr	08, 2011	Baltimore
When Leaders are Forced to Manage	May	06, 2011	Baltimore
Effective Leadership	May	13, 2011	Sykesville
Internal Investigations - Correctional Officers	May	20, 2011	Baltimore
Crisis Management and Response	Jun	02, 2011	Baltimore
Multicultural Sensitivity	Jun	10, 2011	Baltimore

Please note: There is a charge for all of the above programs. Additional information, including exact location and directions, will be provided upon confirmation. All payments must be made a week prior to class. For additional information, contact Ms. Terry Satterfield at 410-875-3574.

On-line registration is now available on www.mdle.net.



APPROVED TRAINING - POLICE

TRAINING PROGRAMS APPROVED BY THE POLICE AND CORRECTIONAL TRAINING COMMISSIONS

"Approval Number" indicates that the program meets the criteria established by the Police Training Commission or the Correctional Training Commission for a mandated course of instruction or in-service training. An approved course number may be used by an agency other than the listed agency if the content and testing strategies are the same and the instruction is provided by a PCTC certified or approved instructor. The accuracy and correctness of the instructional content is the responsibility of the instructor and/or the sponsoring agency and not that of the Police and Correctional Training Commissions.

AGENCY	PROG. APPR#	Course Title	TYPE	HOURS	APPROVED	EXPIRES
CSX Transport Police	P17280	2 Hrs. Classroom for In-Service	Inservice	2.00	11/04/2010	11/04/2013
Frederick City Police	P17703	2011 General In-Service Training Period 1	Inservice	9.00	12/02/2010	12/02/2013
Allegany Co. Bureau of Police	P17679	ACBP - Service Dog Training	Inservice	1.00	11/19/2010	11/19/2013
Washington County Sheriff	P17699	Airport Security	Inservice	1.00	12/02/2010	12/02/2013
Takoma Park Police	P17720	Alcohol Enforcement	Inservice	1.00	12/10/2010	12/10/2013
Amtrak Police	P17661	Amtrak Police Department				
		In-Service Training	Inservice	17.00	11/08/2010	11/08/2013
Havre de Grace Police Department	P17680	Application & Enforcement of Criminal Law Concerning	Inservice	1.00	11/19/2010	11/19/2013
Washington County Sheriff	P17697	Application and Enforcement of Criminal Laws Concerning	Inservice	1.00	12/02/2010	12/02/2013
Bowie Police Department	P17719	Application and Enforcement of Criminal Laws Concerning	Inservice	1.00	12/10/2010	12/10/2013
Cumberland Police	P17709	Application/Enforcement of Criminal Laws Concerning	Inservice	1.00	12/08/2010	12/08/2013
Life Line Training, Inc.	P17717	Arresting Communication	Inservice	14.00	12/09/2010	12/09/2013
Washington County Sheriff	P17700	ASP Tactical Baton	Inservice	2.00	12/02/2010	12/02/2013
Howard County Police	P17681	Autism Awareness Training for LE	Inservice	1.00	11/19/2010	11/19/2013
Easton Police	P17674	Basic Honor Guard	Inservice	18.00	11/19/2010	11/19/2013
J. Stewart Gray & Associates	P17690	Basic Investigator's	Inservice	35.00	12/01/2010	12/01/2013
Wicomico County Sheriff	P17663	Basic Room Entry & Building Clearing	Inservice	8.00	11/08/2010	11/08/2013
Howard County Police	P17705	Basic Surveillance Operations	Inservice	20.00	12/02/2010	12/02/2013
Howard County Police	P17676	CID In-Service	Inservice	6.00	11/19/2010	11/19/2013
Maryland State Fire Marshal	P17645	Communication Analysis	Inservice	8.00	10/22/2010	10/22/2013
Eastern Shore Criminal Justice Academy	P17694	Comparative Compliance	Entry Level	280.00	12/02/2010	12/02/2011
Prince George's Municipal Police Academy	P17727	Comparative Compliance - Prince George's Municipal	Entry Level	160.00	12/15/2010	12/15/2013
Washington Metro Transit Academy	P17646	Comparative Compliance - Washington Metro	Entry Level	280.00	10/25/2010	10/25/2011
Washington Metro Transit Academy	P17723	Comparative Compliance - Washington Metro	Entry Level	280.00	12/13/2010	12/13/2013
Baltimore County Police	P17641	Computer Based Training, First Aid	Inservice	3.00	10/22/2010	10/22/2013
Cumberland Police	P17670	Court Room Testimony	Inservice	4.00	11/16/2010	11/16/2013
Eastern Shore Criminal Justice Academy	P17695	Crash Reconstruction Course	Inservice	80.00	12/02/2010	12/02/2013
Hagerstown Police	P17728	Criminal Investigation: Cell Phone Investigations	Inservice	1.00	12/15/2010	12/15/2013
Hagerstown Police	P17729	Criminal Investigations: Polygraph Examinations	Inservice	1.00	12/15/2010	12/15/2013
Berlin Police	P17666	Criminal Laws Concerning Rape and Sexual Offenses	Inservice	2.00	11/08/2010	11/08/2013
Montgomery County Police	P17724	Crisis Intervention Team Training	Inservice	40.00	12/15/2010	12/15/2013
Washington County Sheriff	P17698	Defensive Tactics Review	Inservice	2.00	12/02/2010	12/02/2013
MD Police & Corr. Training Commissions	P17691	Domestic Violence Awareness	Inservice	3.00	12/02/2010	12/02/2013
Sykesville Police	P17282	ECD - Annual In-Service - Taser X26	Inservice	4.00	11/08/2010	11/08/2013
Anne Arundel County Police	P17283	ECD - Initial Training - Taser M26, X26	Firearms	8.00	11/08/2010	11/08/2013
Frederick County Sheriff	P17279	ECD - Initial Training - Taser X26	Firearms	8.00	11/09/2010	11/09/2013
Sykesville Police	P17281	ECD - Initial Training - Taser X26	Firearms	4.00	11/08/2010	11/08/2013
Frederick City Police	P17278	ECD - Initial Training - Taser X26 LE	Firearms	9.50	11/03/2010	11/03/2013
MNCPP - Prince Georges County Division	P17277	ECD - Annual In-Service - Taser X26	Inservice	2.00	11/03/2010	11/03/2013
Baltimore City Police Academy	P17651	Entrance Level - Baltimore City Police Academy	Entry Level	1354.50	10/26/2010	10/26/2011
Baltimore City Police Academy	P17696	Entrance Level - Baltimore City Police Academy	Entry Level	1314.50	12/02/2010	12/02/2011
MD Police & Corr. Trng. Comm. PELT Acad.	P17677	Entrance Level - PELTP	Entry Level	932.00	11/19/2010	11/19/2011
MD Police & Corr. Training Commissions	P17652	Facebook & Social Media Sites - How to Use Them &	Inservice	6.00	10/29/2010	10/29/2013
Mid-Atlantic Regional Gang Invest. Network	P17640	Fall Conference - Gangs: The Corrections Connection	Inservice	13.00	10/22/2010	10/22/2013
Washington County Sheriff	P17701	Fire Extinguishers/Hazard Communications/Bloodborne	Inservice	1.00	12/02/2010	12/02/2013
Morgan State University Police	P17665	First Aid, CPR and AED	Inservice	8.00	11/08/2010	11/08/2013
Eastern Shore Criminal Justice Academy	P17655	First Line Supervisors' Training Program	Supervisor	70.00	11/03/2010	11/03/2013
Charles County Sheriff	P17675	FN 303 Training	Inservice	8.00	11/19/2010	11/19/2013
SSB, Inc.	P17710	Hiring and Retaining Winning Talent	Inservice	1.00	12/08/2010	12/08/2013
Greenbelt Police	P17725	How to Conduct Background Investigations	Inservice	2.00	12/15/2010	12/15/2013
MD Police & Corr. Training Commissions	P17692	ICS 100 - Introduction to the Incident Command System	Inservice	8.00	12/02/2010	12/02/2013
MD Police & Corr. Training Commissions	P17693	ICS 200 - ICS for Single Resources & Initial Actio	Inservice	8.00	12/02/2010	12/02/2013
MNCPP - Montgomery County Division	P17704	In-Service 2010 (Day 2)	Inservice	9.00	12/02/2010	12/02/2013



APPROVED TRAINING - POLICE

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AGENCY	PROG. APPR#	Course Title	TYPE	HOURS	APPROVED	EXPIRES
SSB, Inc.	P17716	Intermediate Microsoft Office Excel 2007	Inservice	1.00	12/08/2010	12/08/2013
SSB, Inc.	P17714	Intermediate Microsoft Office PowerPoint 2007	Inservice	1.00	12/08/2010	12/08/2013
SSB, Inc.	P17712	Intermediate Microsoft Office Word 2007	Inservice	1.00	12/08/2010	12/08/2013
Cumberland Police	P17708	Intro. to Computer Forensics	Inservice	7.00	12/08/2010	12/08/2013
SSB, Inc.	P17715	Introduction to Microsoft Office Excel 2007	Inservice	1.00	12/08/2010	12/08/2013
SSB, Inc.	P17713	Introduction to Microsoft Office PowerPoint 2007	Inservice	1.00	12/08/2010	12/08/2013
SSB, Inc.	P17711	Introduction to Microsoft Office Word 2007	Inservice	1.00	12/08/2010	12/08/2013
Wicomico County Sheriff	P17662	Introduction to Visual Tracking & Land Navigation	Inservice	18.00	11/08/2010	11/08/2013
MD Police & Corr. Training Commissions	P17673	Kustom Signals-Radar Instructor	Inservice	4.00	11/19/2010	11/19/2013
Carroll County Sheriff	P17657	LIDAR Training Course	Inservice	6.00	11/04/2010	11/04/2013
Benchmark Professional Seminars, Inc.	P17658	Managing the Uniformed Patrol Unit	Inservice	13.00	11/04/2010	11/04/2013
MD Police & Corr. Training Commissions	P17707	Maryland Offender Management System Training	Inservice	3.00	12/08/2010	12/08/2013
Washington Metro Transit Police	P17653	MTPD In-Service Refresher Course	Inservice	20.00	10/29/2010	10/29/2013
Cecil County Sheriff	P17702	NHTSA Speed Measuring Device	Inservice	24.00	12/02/2010	12/02/2013
Carroll County Sheriff	P17660	NHTSA Standardized Field Sobriety Testing Program	Inservice	32.00	11/08/2010	11/08/2013
Takoma Park Police	P17722	OC Recertification	Inservice	1.50	12/10/2010	12/10/2013
Baltimore County Police	P17642	Officer's In-Service Training	Inservice	15.00	10/22/2010	10/22/2013
Worcester County Sheriff	P17669	Patrol Response to Active Shooter	Inservice	8.00	11/16/2010	11/16/2013
DEA Hagerstown Resident Office	P17649	Pharmaceutical Diversion Investigative Training Se	Inservice	7.00	10/26/2010	10/26/2013
Anne Arundel County Police	P17672	Police Response to Active Shooter for Commanders	Inservice	7.00	10/28/2010	10/28/2013
Carroll County Sheriff	P17659	Preliminary Breath Testing	Inservice	8.00	11/08/2010	11/08/2013
MD Police & Corr. Training Commissions	P17726	Preparing to Assume a Management Position	Inservice	6.00	12/15/2010	12/15/2013
CSX Transport Police	P17668	Project Guide Dog	Inservice	1.00	11/08/2010	11/08/2013
MD Police & Corr. Training Commissions	P17648	Promoting Positive Interpersonal Communication Skills	Inservice	4.00	10/26/2010	10/26/2013
Carroll County Sheriff	P17656	RADAR Training Course	Inservice	8.00	11/04/2010	11/04/2013
Prince George's County Public Schools	P17647	Reporting Child Abuse & Neglect	Inservice	0.50	10/26/2010	10/26/2013
Maryland Natural Resources Police	P17706	Service Animals	Inservice	1.00	12/08/2010	12/08/2013
Charles County Sheriff	P17650	Sexual Offenses	Inservice	1.00	10/26/2010	10/26/2013
Cumberland Police	P17671	Street Gang Investigation and Identification	Inservice	8.00	11/16/2010	11/16/2013
Baltimore County Police	P17643	Supervisors' In-Service Training	Inservice	15.00	10/22/2010	10/22/2013
Baltimore County Police	P17644	Supervisors' In-Service Training	Inservice	14.00	10/22/2010	10/22/2013
Eastern Shore Criminal Justice Academy	P17667	Surviving Street Encounters and the Use of Force	Inservice	18.00	11/08/2010	11/08/2013
Eastern Shore Criminal Justice Academy	P17284	Taser Instructor Certification Course	Inservice	16.00	11/18/2010	11/18/2013
Eastern Shore Criminal Justice Academy	P17285	Taser Instructor Re-Certification Course	Inservice	8.00	11/18/2010	11/18/2013
Maryland Highway Safety Office	P17718	Traffic Enforcement Specialist Training	Inservice	40.00	12/10/2010	12/10/2013
Wicomico County Sheriff	P17664	WCOS Application and Enforcement of Criminal Laws	Inservice	8.00	11/08/2010	11/08/2013
MD Police & Corr. Training Commissions	P17678	When Leaders are Forced to Manage	Inservice	6.00	11/19/2010	11/19/2013
US Attorney's Office, District of MD	P17654	WMD Tactical Operations	Inservice	40.00	11/01/2010	11/01/2013



APPROVED TRAINING - CORRECTIONS

TRAINING PROGRAMS APPROVED BY THE POLICE AND CORRECTIONAL TRAINING COMMISSIONS

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AGENCY	PROG.	APPR# Course Title	TYPE	HOURS	APPROVED	EXPIRES
Baltimore County Dept. of Corrections	C10344	Annual Day Pistol	Firearms	0.00	9/23/2010	9/23/2013
Baltimore County Dept. of Corrections	C10345	Annual Reduced Light Pistol	Firearms	0.00	9/23/2010	9/23/2013
Baltimore County Dept. of Corrections	C10346	Annual Shotgun	Firearms	0.00	9/23/2010	9/23/2013
Baltimore County Dept. of Corrections	C11210	Basic First Aid	Inservice	3.00	9/16/2010	9/16/2013
Calvert County Detention Center	C10348	Annual Day Pistol	Firearms	2.00	10/13/2010	10/13/2013
Calvert County Detention Center	C10349	Annual Reduced Light Pistol	Firearms	0.00	10/13/2010	10/13/2013
Carroll County Detention Center	C11213	Prison Rape Elimination Act & Sexual Harrassment	Inservice	2.00	10/05/2010	10/05/2013
Cecil County Detention Center	C11184	First Aid/CPR/AED Recertification	Inservice	6.00	9/02/2010	9/02/2013
Dorchester County Detention Center	C10347	ECD Annual In-Service Taser M26, X26	Inservice	6.00	9/30/2010	9/30/2013
DPSCS Professional Development & Training	C11215	CELP 11-06	Entry Level	194.00	10/05/2010	10/05/2013
DPSCS Professional Development & Training	C11216	CELP 11-06 Support Staff	Entry Level	105.00	10/05/2010	10/05/2013
DPSCS Professional Development & Training	C11202	Entry Level 11-05	Entry Level	194.00	9/15/2010	9/15/2013
DPSCS Professional Development & Training	C11203	Entry Level 11-05/14 day	Entry Level	105.00	9/14/2010	9/14/2013
DPSCS Professional Development & Training	C11205	Unit Mngmnt for Custody Control	Inservice	7.50	9/16/2010	9/16/2013
Eastern Shore Criminal Justice Academy	C11200	Entrance Level Session 80	Entry Level	194.00	9/15/2010	9/15/2013
Eastern Shore Criminal Justice Academy	C11201	Entry Level - Session 80/14 day	Entry Level	105.00	9/15/2010	9/15/2013
Frederick County Detention Center	C11227	Firearms Classroom	Inservice	2.00	10/18/2010	10/18/2013
Frederick County Detention Center	C11228	FN 303	Inservice	3.00	10/18/2010	10/18/2013
Frederick County Detention Center	C11226	Successful Conflict Resolution & Anger	Inservice	3.00	10/18/2010	10/18/2013
Hagerstown Regional Correctional Academy	C11218	Entry Level Program	Entry Level	194.00	10/05/2010	10/05/2013
Hagerstown Regional Correctional Academy	C11217	Entry Level Program/Support Staff	Entry Level	105.00	10/05/2010	10/05/2013
Maryland Dept. of Juvenile Services	C11194	Behavior Management Refresher	Inservice	2.00	9/01/2010	9/01/2013
Maryland Dept. of Juvenile Services	C11193	Behavior Management-Facility Specific	Inservice	4.00	9/01/2010	9/01/2013
Maryland Dept. of Juvenile Services	C11204	CELP Part II	Entry Level	136.00	9/15/2010	9/15/2013
Maryland Dept. of Juvenile Services	C11207	CELP/Case Mngmt & Juv Counselor	Entry Level	210.00	9/15/2010	9/15/2013
Maryland Dept. of Juvenile Services	C11208	CELP/Resident Advisors	Entry Level	210.00	9/15/2010	9/15/2013
Maryland Dept. of Juvenile Services	C11206	CELP/SS	Entry Level	156.00	9/15/2010	9/15/2013
Maryland Dept. of Juvenile Services	C11214	DJS ELT Part II	Entry Level	136.00	9/15/2010	9/15/2013
Maryland Dept. of Juvenile Services	C11198	Entry Level - Part I/Youth Supv/Res Advisors	Entry Level	86.50	9/07/2010	9/07/2013
Maryland Dept. of Juvenile Services	C11192	Gang Awareness	Inservice	6.50	9/01/2010	9/01/2013
Maryland Dept. of Juvenile Services	C11229	M.I. meets I.T @ Intake Risk Screen	Inservice	4.00	10/18/2010	10/18/2013
Maryland Dept. of Juvenile Services	C11195	Personnel Eval & Planning Process (PEP)	Inservice	3.50	9/01/2010	9/01/2013
Maryland Dept. of Juvenile Services	C11220	Recognizing & Rptng Child Abuse & Neglect	Inservice	4.00	10/05/2010	10/05/2013
Maryland Dept. of Juvenile Services	C11197	Supplemental Entry Level/ Custody & Control	Entry Level	51.00	9/07/2010	9/07/2013
Maryland Dept. of Juvenile Services	C11212	Unequal Partners	Inservice	6.50	10/05/2010	10/05/2013
Maryland Dept. of Juvenile Services	C11196	Youth Gang Awareness- Supvrs & Administrators	Inservice	3.50	9/01/2010	9/01/2013
Maryland Division of Parole & Probation	C11169	COMET Fall Training Conference	Inservice	15.00	9/01/2010	9/01/2013
Md Judiciary, Admin Office of Courts	C11209	Case Management Planning I	Inservice	6.00	9/20/2010	9/20/2013
MD Police & Corr. Training Commissions	C11199	MCJA Fall Training Conference	Inservice	9.00	9/08/2010	9/08/2013
Prince George's County Detention Center	C11219	Support Staff CELT/2010-2	Entry Level	200.00	10/13/2010	10/13/2013
Queen Anne's County Detention Center	C11222	Basic Pepper Spray	Inservice	4.00	10/05/2010	10/05/2013
Queen Anne's County Detention Center	C11221	OC Spray Recertification	Inservice	2.00	10/05/2010	10/05/2013
Talbot County Detention Center	C11223	Common Mistakes Made by the CO	Inservice	2.00	10/14/2010	10/14/2013
Talbot County Detention Center	C11224	First Aid	Inservice	4.00	10/18/2010	10/18/2013
Talbot County Detention Center	C11225	Security Issues for Non-Security Staff	Inservice	2.00	10/18/2010	10/18/2013
Western Correctional Training Academy	C11190	Entrance Level - CELTP-C	Entry Level	194.00	9/07/2010	9/07/2013
Western Correctional Training Academy	C11191	Entry Level CELTP-C	Entry Level	105.00	9/07/2010	9/07/2013

